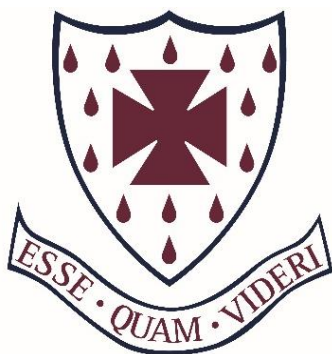


S. ANSELM'S SCHOOL

EQUAL OPPORTUNITIES POLICY



1888

Monitoring:	Head
Named Person Responsible:	L.R. Flack
Reviewed:	January 2017, January 2018, February 2020, June 2020, June 2022
Policy Review Date:	June 2024
Other Staff Involvement:	Head, Bursar, Senior Leadership Team, School Nurse, Head of Learning Support
Supporting Policies:	Appointments and Recruitment Policy SEND Policy Admissions Policy

Equal Opportunities Policy Statement

At S. Anselm's we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.

We understand the importance of providing a challenging and enjoyable programme of learning and development and we undertake to make reasonable adjustments to enable all to participate in our programme of learning, where all are valued and supported.

S. Anselm's is totally committed to avoiding all forms of discrimination as set out in the UK Equality Act (2010). This applies to all pupils (including boarders and those in our EYFS setting and the requirements of the National Minimum Standards for Boarding Schools [(2015)], Standard 16), parents and staff members and includes inappropriate discrimination on the grounds of: gender: age; religion or belief; physical ability or disability (including HIV status); learning ability, other special educational needs or academic or sporting ability; race (including colour, nationality, ethnicity, family, cultural or linguistic background); marital status and civil partnership; sex; sexual orientation; trade union membership; part-time and fixed-term working; gender reassignment; pregnancy and maternity. These factors are taken into account in the care of our community members so that care is sensitive to different needs.

We seek to ensure that the individual needs of all our pupils, including those who are disabled or have special education needs, are met and pupils are included, valued and supported, and that reasonable adjustments are made for them. We undertake to work with the school community, with parents and with other relevant agencies to ensure that any form of discriminatory behaviour is treated seriously and action is taken to prevent any repetition.

This policy statement and the effectiveness of our inclusive practices at S. Anselm's are reviewed biennially by the Board of Governors, and monitored by the Head.

This policy statement should be read in conjunction with school's policies on Behaviour, Anti-bullying, Admissions, and the PSHE schemes of work and, SMSC development of pupils.

S. Anselm's is a co-educational, boarding and day school for pupils aged 3-13. It is pleased to welcome pupils from many different nationalities, cultural and social backgrounds.

S. Anselm's School Ethos; 'Esse Quam Videri – To be rather than to seem to be'

At S. Anselm's our combination of tradition and informality engender a sense of partnership between teacher and pupil. We share the excitement of education and discovery, encouraging method and perseverance so that children experience the satisfaction of taking responsibility for their learning and for their achievements.

S. Anselm's School;

- encourages individuality, creativity, perseverance and tolerance
- develops inquisitive thinking, with a love of learning where independent thought is celebrated
- fosters in every child a clear understanding of themselves and what they can contribute to society
- helps pupils to recognise strengths in others and to understand how they are different and also encourages pupils to discover more about themselves
- instils in pupils the values of moral courage and inner strength to connect effectively with the modern world, not merely to succeed but to make things better for those around them
- helps to foster in pupils, former pupils, parents and staff pride in the S. Anselm's community and for them to feel valued and nourished by the community.

Mission

It is the aim of S. Anselm's is to foster an atmosphere in which no person involved should be discriminated against or discriminate, on the grounds of gender, race or culture. Furthermore, positive images of other cultures should be, at all times, encouraged.

Aims

- To give every member of the school a sense of worth and personal esteem.
- To enable individuals to develop and grow to their full potential.
- To recognise that all have both abilities and needs.
- To avoid stereotyping.
- To avoid attaching negative language to any group.
- To encourage mutual respect.
- To celebrate differences between people of different backgrounds whilst acknowledging that people have much in common.
- To provide positive role models for pupils of all backgrounds.
- To value the role of parents and the wider community in the school.

The school as a Multi-Faith Community

- Whilst the school is predominantly Christian, it will welcome the insights of other World faiths.

- Assemblies will take account of and value the traditions of other faiths.
- Religious Education will promote an understanding of and respect for the major World faiths.
- There will be sensitivity to religions and cultural customs in all areas of school life, including diet and uniform.
- The school supports fundamental British values including mutual respect and tolerance of those with different faiths and beliefs.

The School as a Co-educational Establishment

- The school will foster equal rights and opportunities to pupils regardless of gender.
- Wherever and whenever possible girls and boys will be taught, will socialise and will be rewarded in the same way without distinction.
- The school will ensure that in the language it uses at all times there will be due consideration for the issues of gender and bias.

The School's Atmosphere and Environment

- The school will provide a welcoming atmosphere and an environment, which is safe for all its members.
- Relationships within the school will be governed by mutual respect between all its members and behaviour shall include the common courtesies.
- Displays in the school will reflect the diversity of its intake and the achievements of all levels of ability.
- Anti-social behaviour will be dealt with in a way which is just and fair for all pupils.
- The school will be kept free of graffiti, and offensive graffiti will be dealt with as a priority.

The School's Teaching Resources

- The school will seek to understand the nature of bias in teaching resources so as to ensure the careful selection of textbooks and other materials to avoid stereotypes.
- The school will seek to use the diversity of its pupils, their parents and the communities from which they come as important resources.
- Teacher time, attention and all resources are given equally to boys and girls.
- Opportunities are given for children to work with teaching and support staff of both sexes.

The School's Curriculum Organisation

- The fundamental unit of teaching groups for each new intake will be mixed encompassing the full range of faith backgrounds and communities from which pupils come.

- The school will strive to make the curriculum accessible to all regardless of ability, race, culture or physical disability.
- The learning support department are responsible for implementing the school special needs policy in order to assist in achieving Equal Opportunities.
- In subjects that are set according to achievement, we will provide support to encourage the proportional representation of pupils by gender and race.
- The school will ensure that stereotyped images of subjects are avoided.

Language and Dialect in the School

- The school will encourage pupils to take a pride in their first language.
- The school will provide support for pupils whose first language is not English.
- Dialects are an important part of cultural and racial heritage and therefore shall not be ridiculed or seen as inferior.
- Negative and abusive language shall not be used.
- Language should not reinforce prejudicial stereotypes.

Monitoring of the School's Equal Opportunities Policy

Our progress in achieving equal opportunity will be monitored through:

- Reviewing the quality of relationships between different groups of children.
- Analysing the attainment and progress of pupils, highlighting significant variations in attainment among children of different gender, ethnicity or background.
- By the Learning Support Department and SEN staff.
- Through delivering PSHE lessons and Form Tutor time.
- Progress reports and internal/external examination results.
- Parental and community support.
- Pupil destinations at 11+ and 13+
- Allegations of racist behaviour, sexual harassment or other serious breaches of this policy will be investigated and recorded by a senior member of staff, who will at all times keep the Head apprised of such incidents.

Admissions

Our Admissions Policy reflects the school's approach towards equal opportunities. Our Admissions Policy reflects our commitment to a positive policy of promoting equal opportunities for all in welcoming pupils from a diverse range of backgrounds regardless of a candidate's race, ethnicity, religion, sexual orientation, disability or social background. See Admissions Policy for full details.

Complaints

If a pupil considers that they have been subjected to discrimination which is in conflict with this policy, the child and their parent or guardian should follow the school complaints procedure outlined in the Complaints Policy.

This policy has regard to the Equality Act (2010) and National Minimum Standards for Boarding schools (2015), Standard 16

Equal Opportunities - Staff Appointments

An Appointments and Recruitment Policy is in place which aims to produce an appointment process without any direct or indirect discrimination. Please refer to the Appointment and Recruitment Policy for further details.

Procedure for Members of Staff

S. Anselm's commitment to equal opportunities for staff is detailed in the staff handbook.